

## Nadeem Jan

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**From:** Shahid Ali <shahidali@ctc.org.pk>  
**Sent:** Tuesday, March 3, 2020 10:41 PM  
**To:** nadeemjan@ctc.org.pk  
**Subject:** FW: complain report of physical attack of US on UCPO

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** KHAN, Faizan <khanfai@who.int>  
**Sent:** Tuesday, March 3, 2020 4:27 PM  
**To:** Shahid Ali <shahidali@ctc.org.pk>  
**Cc:** ABBAS, Waseem <wabbas@who.int>  
**Subject:** FW: complain report of physical attack of US on UCPO

Dear Shahid

Please proceed.

Regards  
Faizan Khan

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**From:** DIN, Illaud  
**Sent:** Tuesday, 3 March 2020 4:25 PM  
**To:** KHAN, Faizan <khanfai@who.int>  
**Cc:** UDDIN, Syed Ghayas <uddins@who.int>; SIDDIQUI, Kashif Islam <siddiquik@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; ABBAS, Waseem <wabbas@who.int>; MOHAMED, Gedi <mohamedge@who.int>; MOHAMMED, Andre Rasheed <amohammed@who.int>; Dr. Khurshid Muhammad Naveed <naveedkhurshidkmcite@gmail.com>; KAMRAN, Waheed <kamranw@who.int>  
**Subject:** Re: complain report of physical attack of US on UCPO

Approved

Dr illaud Din

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**From:** KHAN, Faizan <khanfai@who.int>  
**Sent:** Tuesday, March 3, 2020 3:44 PM  
**To:** DIN, Illaud <dini@who.int>  
**Cc:** UDDIN, Syed Ghayas <uddins@who.int>; SIDDIQUI, Kashif Islam <siddiquik@who.int>; MAZVIDZA, Simbarashe <mazvidzas@who.int>; ABBAS, Waseem <wabbas@who.int>; MOHAMED, Gedi <mohamedge@who.int>; MOHAMMED,

Andre Rasheed <[amohammed@who.int](mailto:amohammed@who.int)>; Dr. Khurshid Muhammad Naveed <[naveedkhurshidkmcite@gmail.com](mailto:naveedkhurshidkmcite@gmail.com)>;  
KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>

**Subject:** FW: complain report of physical attack of US on UCPO

Dear Dr Illaudin

UCPO Mr Muhammad Azeem (UC Speen Qabar, Khyber) had conflict with Marif Gul (Unit supervisor, CBV) . Mr Muhammad Azeem (UCPO) and Mr Marif Gul (US) are both recommended for warning (Report Attached).

Your kind approval is required.

Regards  
Faizan Khan

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**From:** SIDDIQUI, Kashif Islam

**Sent:** Thursday, 27 February 2020 11:41 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Subject:** RE: complain report of physical attack of US on UCPO

Dear Waseem Sb

AOA

Re: I am OK with the revised report and recommended actions.

Thanks for your continuous follow up on this case.

Best Regards.

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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Sent:** Thursday, 27 February 2020 4:03 PM

**To:** SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Subject:** FW: complain report of physical attack of US on UCPO

Dear Dr. Kashif,

Kindly review the feedback from CTC and let us know if there is any further information, required.

Thank you

Waseem Abbas

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>

**Sent:** Thursday, 27 February 2020 2:18 PM

**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Subject:** RE: complain report of physical attack of US on UCPO

Dear Waseem/Faizan,

With respect to our telephonic discussion regarding the case please find attached the revised inquiry report.

The Second recommendation of the inquiry team is removed in light of our discussion.

As far as the decision of issuance of warning is concerned the decision is in light of agreed SOPs and as per the findings of the inquiry as the inquiry was mutually conducted hence the recommendation cannot be changes due to the same reason.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,

Shahid Ali

Regional Coordinator KP & KPTD-PTPP

Chip Training & Consulting (Pvt) Ltd.

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>

**Sent:** Thursday, February 27, 2020 9:48 AM

**To:** 'ABBAS, Waseem' <[wabbas@who.int](mailto:wabbas@who.int)>

**Cc:** 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>

**Subject:** RE: complain report of physical attack of US on UCPO

Dear Waseem,

Thank you for your email and feedback on the subject inquiry report.

Please find below the feedback from our end against the concerns/queries raised on the submitted inquiry report.

1. **Methodology Part:** Besides the two AS interviewed, meeting with all the staff including CHWs and the government staff present at the CHC Habibullah at the time of conflict. These staff members have been mentioned in the complainant statement as well as in the statement of the subject but the report doesn't establish if they were also interviewed. This may help establish further if "any" kind of physical abuse did really occur or not.

### **CTC Feedback :**

As per the inquiry team feedback we cannot investigate government staff as per our SOPs. Additionally it was a random sampling among all the staff members of CBV who were present during the time of conflict between the complainant and subject.

As per the verbal feedback received from AS there was no physical abuse involved in the conflict however as they have not provide any written statement hence their feedback was not included but were mentioned in methodology as they were helpful in deriving a conclusion.

- The concern supervisors of both parties should conduct random surprise visit and validate the data as well as presence of staff in the field and should submit their findings so that in case of any gaps appropriate measure could be initiated. The PTTP staff are already adequately monitored by the line

managers for their presence in the field and are evaluated regularly under the established evaluation system. How this recommendation is related to supervision gap for the PTPP staff.

**CTC Feedback :**

The above recommendation was in light of the conversation that could be heard in the audio clip shared with relevant team member in which they are indicating field activities where they have supported each other out of way and have cover them in case of any gaps. To rule out the same it was suggested that both CBV and PTPP supervisor may visit them in field and valid the data beside regular monitoring activities performed by concern supervisors.

- **The inquiry report should be endorsed by the quarters concerned (CBV/ UNICEF) team.**

What will be the fate of this report if the CB/UNICEF team doesn't endorse it?

**CTC Feedback :**

As per our agreed SOPs if any action is aligned with SOPs and have ample evidences than UNICEF has always respected the SOPs and have endorsed the decision. In case of conflict/no endorsement appropriate justification is provide that why the actions are not endorsed and why it's to be revisited.

The inquiry was conducted with mutual consent of UNICEF team and the same inquiry report will be shared with for endorsement. Once the feedback is acquired CTC team will inform the concerned team members regarding the status of UNICEF feedback.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>  
**Sent:** Thursday, February 27, 2020 8:27 AM  
**To:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>  
**Subject:** RE: complain report of physical attack of US on UCPO

Dear Shahid,

Below queries are for your information and response, please.

Thank you

Waseem Abbas

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**From:** SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>  
**Sent:** Thursday, 27 February 2020 7:49 AM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>

Cc: MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Subject:** RE: complain report of physical attack of US on UCPO

Dear Waseem Sb

AOA

Re: Thanks for your perusal for the management of the conflict between the field staff. I have gone through the report by the CTC inquiry team which looks OK. However, I urge the inquiry team for following:

1. **Methodology Part:** Besides the two AS interviewed, meeting with all the staff including CHWs and the government staff present at the CHC Habibullah at the time of conflict. These staff members have been mentioned in the complainant statement as well as in the statement of the subject but the report doesn't establish if they were also interviewed. This may help establish further if "any" kind of physical abuse did really occur or not.
2. **Recommendations Part:**
  - The concern supervisors of both parties should conduct random surprise visit and validate the data as well as presence of staff in the field and should submit their findings so that in case of any gaps appropriate measure could be initiated. The PTPP staff are already adequately monitored by the line managers for their presence in the field and are evaluated regularly under the established evaluation system. How this recommendation is related to supervision gap for the PTPP staff.
  - 
  - The inquiry report should be endorsed by the quarters concerned (CBV/ UNICEF) team. What will be the fate of this report if the CB/UNICEF team doesn't endorse it?

Thanks and Best Regards.

**Dr. Kashif Islam**

Area Coordinator Khyber

Contact No: +92 317 8117702

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**From:** ABBAS, Waseem

**Sent:** Friday, February 21, 2020 9:51 AM

**To:** SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>

**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>

**Subject:** FW: complain report of physical attack of US on UCPO

Dear Dr. Kashif,

Kindly review the investigation concluded by CTC and share your feedback, if any.

Thank you

Waseem Abbas

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Sent:** Thursday, 20 February 2020 6:59 PM  
**To:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>  
**Cc:** MOHAMED, Gedi <[mohamedge@who.int](mailto:mohamedge@who.int)>; MAZVIDZA, Simbarashe <[mazvidzas@who.int](mailto:mazvidzas@who.int)>; KAMRAN, Waheed <[kamranw@who.int](mailto:kamranw@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; 'Naila Nizam' <[naila@ctc.org.pk](mailto:naila@ctc.org.pk)>; 'Nadeem Jan' <[nadeemjan@ctc.org.pk](mailto:nadeemjan@ctc.org.pk)>; [arif@ctc.org.pk](mailto:arif@ctc.org.pk)  
**Subject:** FW: complain report of physical attack of US on UCPO

Dear Waseem/Faizan,

Good Evening!

This is with reference to conflict of UCPO Muhammad Azeem and US Marif Gul, Please be informed that a joint inquiry has been conducted with CTC CBV team. Findings of inquiry along with recommendations is attached for your review and feedback.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** UDDIN, Syed Ghayas <[uddins@who.int](mailto:uddins@who.int)>  
**Sent:** Thursday, January 30, 2020 10:28 AM  
**To:** [nadeem.j@ctc.org.pk](mailto:nadeem.j@ctc.org.pk); Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; 'Azeem Afridi' <[azeemafridi55@yahoo.com](mailto:azeemafridi55@yahoo.com)>  
**Subject:** Re: complain report of physical attack of US on UCPO

Thanks Shahid Shb .  
WELL NOTED .

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**From:** Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Sent:** Thursday, January 30, 2020 10:13:15 AM  
**To:** UDDIN, Syed Ghayas <[uddins@who.int](mailto:uddins@who.int)>; [nadeem.j@ctc.org.pk](mailto:nadeem.j@ctc.org.pk) <[nadeem.j@ctc.org.pk](mailto:nadeem.j@ctc.org.pk)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; 'Azeem Afridi' <[azeemafridi55@yahoo.com](mailto:azeemafridi55@yahoo.com)>  
**Subject:** RE: complain report of physical attack of US on UCPO

Dear Dr Ghayas,

Greetings!

With reference to below email, please be informed that we have requested CBV team to inquire from concern CBV staff regarding the conflict and acquire their written statements. We will further update you once their CBV team submit their inquiry report.

In case if you need any further assistance regarding the same, Please let us know.

Thanks & Regards,  
Shahid Ali  
Regional Coordinator KP & KPTD-PTPP  
Chip Training & Consulting (Pvt) Ltd.

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**From:** UDDIN, Syed Ghayas [<mailto:uddins@who.int>]  
**Sent:** Thursday, January 2, 2020 11:17 PM  
**To:** [nadeem.j@ctc.org.pk](mailto:nadeem.j@ctc.org.pk); Shahid Ali <[shahidali@ctc.org.pk](mailto:shahidali@ctc.org.pk)>  
**Cc:** ABBAS, Waseem <[wabbas@who.int](mailto:wabbas@who.int)>; SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; KHAN, Faizan <[khanfai@who.int](mailto:khanfai@who.int)>; Azeem Afridi <[azeemafridi55@yahoo.com](mailto:azeemafridi55@yahoo.com)>  
**Subject:** Fwd: complain report of physical attack of US on UCPO

Dear Shahid and Nadeem jan Shb  
AOA

Below email trails for your kind information and Necessary action please.

During evening meeting on Dec 28 Mr.Marif Gul Unite Supervisor of speen qabar has badly beaten and insulted UCPO Azeem.

I am requesting you for further detail investigation and whoever found guilty should be treated according to rules and regulations of CTC for better working environment. The matter should be treated as urgent please.

I will be very thankful

Best Regards

Dr Ghayasuddin

PEO khyber

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**From:** UDDIN, Syed Ghayas <[uddins@who.int](mailto:uddins@who.int)>  
**Sent:** Saturday, 28 December 2019, 20:47  
**To:** SIDDIQUI, Kashif Islam; Dawood Dawoodafridi  
**Cc:** Noor Shah Khan; Azeem Afridi; sher amin; Khyber Polio Control Room; LIAQAT, Fahad  
**Subject:** Re: complain report of physical attack of US on UCPO

Ok Sir.

Best Regards

Dr.Ghayasuddin

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**From:** SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>  
**Sent:** Saturday, December 28, 2019 6:16:51 PM  
**To:** Dawood Dawoodafridi <[dawoodkust@gmail.com](mailto:dawoodkust@gmail.com)>; UDDIN, Syed Ghayas <[uddins@who.int](mailto:uddins@who.int)>  
**Cc:** Noor Shah Khan <[fjafata85@gmail.com](mailto:fjafata85@gmail.com)>; Azeem Afridi <[azeemafridi55@yahoo.com](mailto:azeemafridi55@yahoo.com)>; sher amin <[dr.sherahcsoccp@gmail.com](mailto:dr.sherahcsoccp@gmail.com)>; Khyber Polio Control Room <[khyber.pcr@gmail.com](mailto:khyber.pcr@gmail.com)>; LIAQAT, Fahad <[liaqatf@who.int](mailto:liaqatf@who.int)>  
**Subject:** RE: complain report of physical attack of US on UCPO

Dear Dr. Ghayas Sb

AOA

Re: The best way is listen to both the US and the UCPO for the resolution of the interpersonal conflict between them if any. You and Mr. Dawood need to take it seriously for better working environment in Bara. If not resolved at Tehsil level, you are advised to refer this case to CTC for further investigation and necessary disciplinary actions.

Thanks and Best Regards.

**Dr. Kashif Islam**

Area Coordinator Khyber

Contact No: +92 317 8117702

**From:** Dawood Dawoodafridi [<mailto:dawoodkust@gmail.com>]

**Sent:** Saturday, December 28, 2019 5:08 PM

**To:** UDDIN, Syed Ghayas <[uddins@who.int](mailto:uddins@who.int)>

**Cc:** SIDDIQUI, Kashif Islam <[siddiquik@who.int](mailto:siddiquik@who.int)>; Noor Shah Khan <[fjafata85@gmail.com](mailto:fjafata85@gmail.com)>; Azeem Afridi <[azeemafridi55@yahoo.com](mailto:azeemafridi55@yahoo.com)>; sher amin <[dr.sherahcsoccp@gmail.com](mailto:dr.sherahcsoccp@gmail.com)>; Khyber Polio Control Room <[khyber.pcr@gmail.com](mailto:khyber.pcr@gmail.com)>

**Subject:** Re: complain report of physical attack of US on UCPO

Dear Ghayas thanks for email,As you were already informed regarding UCPO performance and attitude in civil Hospital Jamrud in the presence of Dr.Fahad that UCPO has poor coordination with UC staff. There are a lot of other issues in UC Speen Qabar and it will be good to investigate by CBV Manager,NSTOP officer and Area coordinator with assistant Commissioner Bara.

On Sat, 28 Dec 2019, 15:10 UDDIN, Syed Ghayas, <[uddins@who.int](mailto:uddins@who.int)> wrote:

Dear Dawood shb Aoa

Kindly if we can set and have inquiry together and investigate the matter on urgent footing.this is now going out of our control now.

Kindly call the US shib On Monday to dogra as I am calling UCPO Azeem for face to face investigation.

I will be very thankful

Best Regards

Dr Ghayasuddin

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**From:** Azeem Afridi <[azeemafridi55@yahoo.com](mailto:azeemafridi55@yahoo.com)>

**Sent:** Saturday, December 28, 2019 2:55:52 PM

**To:** UDDIN, Syed Ghayas <[uddins@who.int](mailto:uddins@who.int)>

**Cc:** Noor Shah Khan <[fjafata85@gmail.com](mailto:fjafata85@gmail.com)>

**Subject:** complain report of physical attack of US on UCPO

Dear sir it's for kind information that the unit supervisor of UC Speen Qabar Marib gul has directly physical attacked on me today and beaten me badly in the front of all CHWs, ASs and govt staff of CHC Habibullah kaly of UC speen Qabar during weekly routine coordination meeting.

Details are the following.

I have been working as ucpo since may 2017 in uc speen Qabar from the start I have been making issue base reporting to my seniors..as EOR activities is ongoing in our uc. I have been reported absent the concern two CHWs and AS of the concern EOR plan activity area on date 25/12/2019.



Today in the meeting the u.s marib gul directly was pointing me to all staff that ucpo Azeem making issues for you people by reporting you. He attacked on me and my seniors personal characters..when I warned him to stop personal attacking this time I want to make an audio record for proof he directly made an attached physically on me by beating me badly..on the previous day when I have shared EOR data with him he told me that your data is fake and Will be verified seniors tomorrow I replied him that it's good effort his text msg screen shot is attached for proof. From the beginning he always keeps negative approach to me and my reporting. I always worked with him as a colleague but his attitude towards me has been remain negative. Therefore I want to highlight and make better solution of the issue by seniors and make further necessary actions. If the issues will not handle properly the UC level PEI/EPI programme will effected badly..

Thanks

Yours sincerely

Muhammad Azeem

Ucpo Speen Qabar.

